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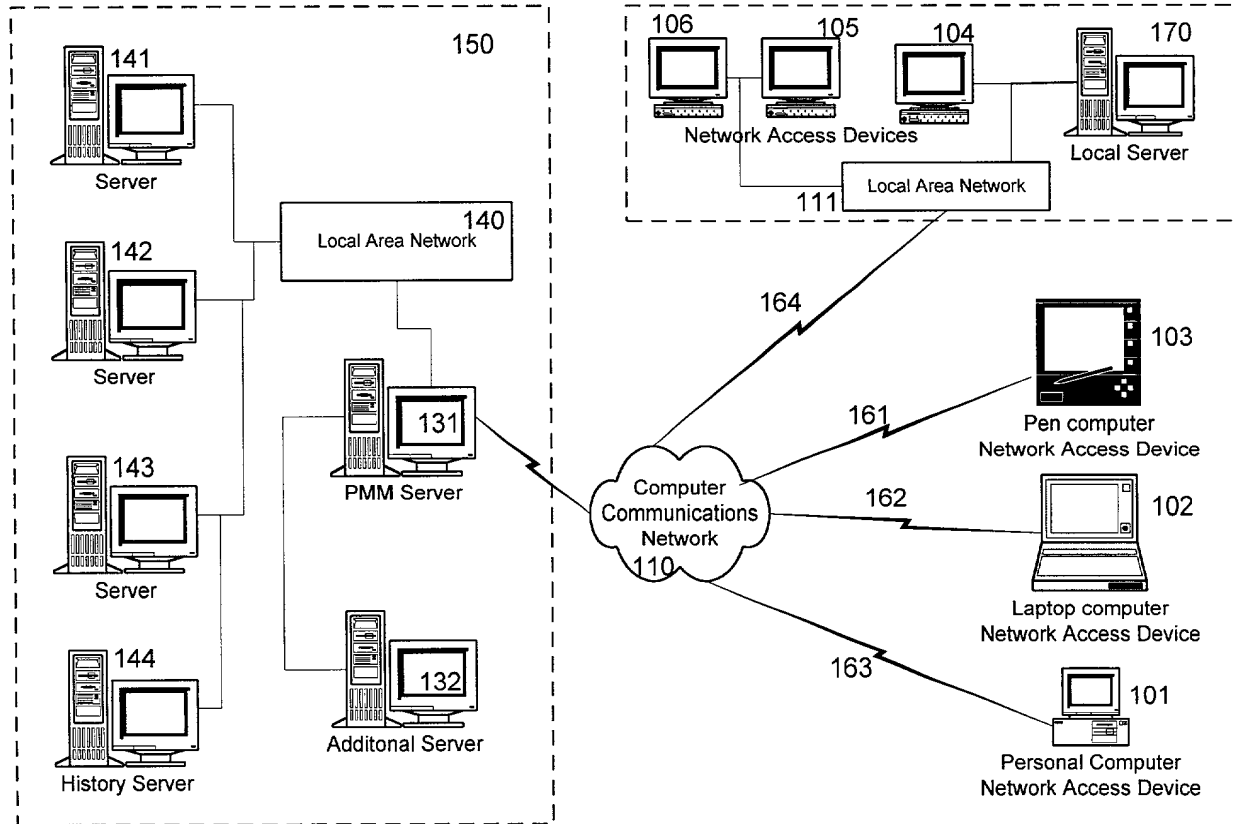


Fig. 1

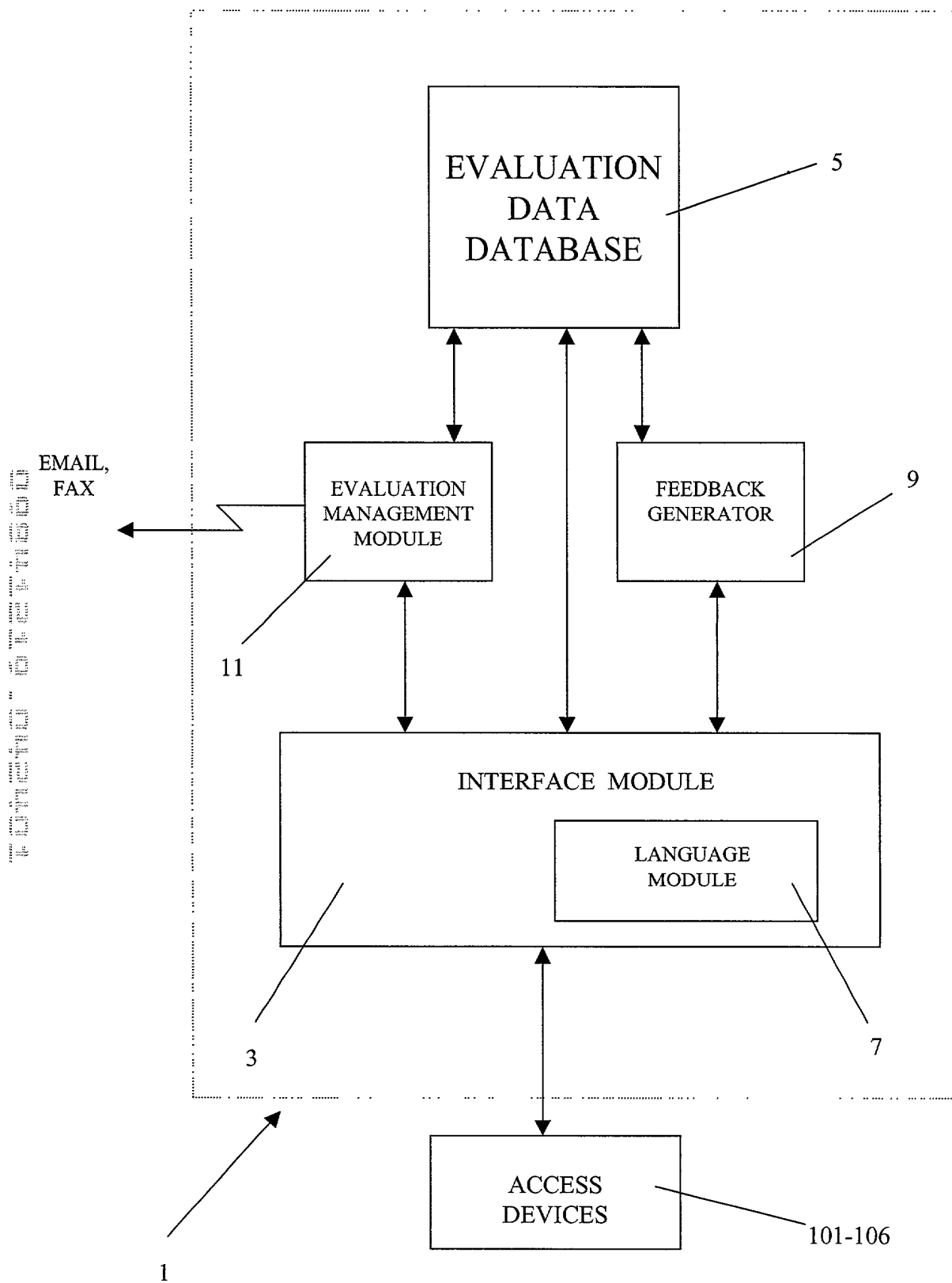


FIG. 2

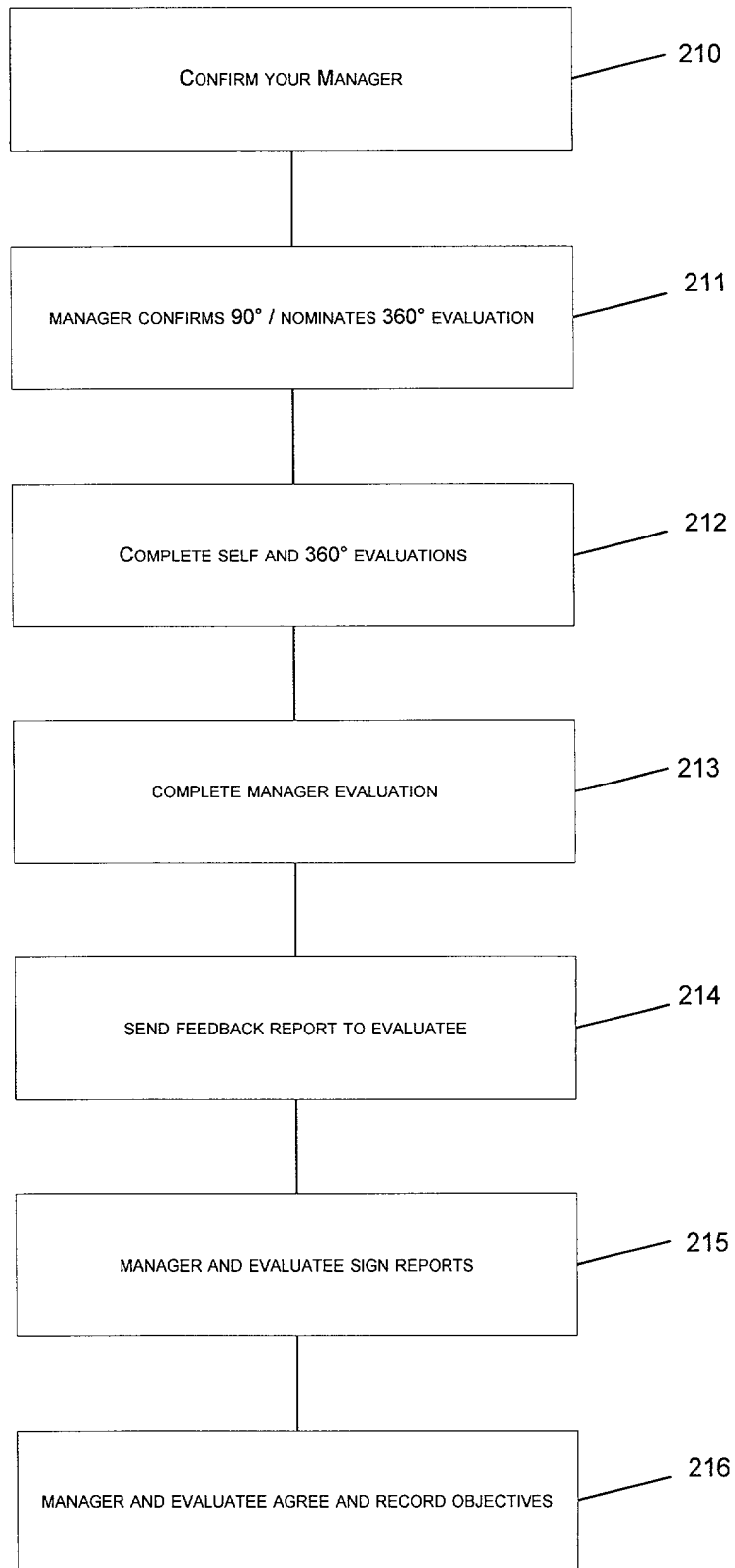


Fig. 3

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Address http://192.168.168.12:83/ing/data.nsf/main?opennavigator&mcn=3840.38

< self evaluation > Close Save Submit Previous evaluations Print

Evaluatee Details: Chris Taylor (chtay) Manager Details: Awaiting Confirmation Deadline: 323

Show feedback Show objectives

310 Contribution WHAT results were achieved 320 351 Competency HOW results were achieved 321

Customer Focus Building and maintaining client relationships Meeting the needs of internal and external clients 311

People Focus Effective teamwork leadership and drive 312

Results Focus Generating or saving money through operational efficiency and innovation 313

Values Focus The principals we apply when carrying out our work 314

Functional/Technical Focus Technical achievements and expertise specific to function

Detail ratings

- Managing Customer Relationships B
- Influencing Others C
- Strategic Perspective B
- Cross Company Co-operation A
- Drive and Confidence B
- Leading a Team C
- Encouraging Diversity D
- Teamworking C
- Innovation and Change B
- Optimising Use of Resources D
- Taking and Managing Risks C
- Problem Solving A
- Work Ethic B
- Productivity C
- Professional Standards D
- Product and Process Knowledge E
- Technical Skills A

FIG. 4

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Close Save Submit Hide 90°/360° Print

< manager evaluation >

Ev 360

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done

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password

feedback

Evaluatee Details:
Elizabeth Bryant (810028099)

Manager Details:
Joseph Pugh (810034008)

Deadline:
25/11/2001

Previous evaluations **Objectives**

1 Contribution
WHAT results were achieved

2 Competency
HOW results were achieved

Detail Competency Ratings

Customer Focus
Building and maintaining client relationships
Meeting the needs of internal and external clients

People Focus
Effective teamwork
leadership and drive

Results Focus
Generating or saving money through operational efficiency and innovation

Eytée Elizabeth Bryant
Eyor 1 Angie Brett
Eyor 2 Denise Reed
Eyor 3 Simon Brown

Eytée Elizabeth Bryant
Eyor 1 Angie Brett
Eyor 2 Denise Reed
Eyor 3 Simon Brown

Eytée Elizabeth Bryant

Detail ratings

- Managing Customer Relationships B
- Influencing Others B
- Strategic Perspective B
- Cross Company Co-operation B

Detail ratings

- Drive and Confidence B
- Leading a Team B
- Encouraging Diversity B
- Teamworking B

Detail ratings

- Innovation and Change B
- Optimising Use of Resources B
- Taking and Managing Risks B
- Problem Solving B

Ratings made by evaluators

Ratings made by evaluators

Ratings made by evaluators

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Customer Focus People Focus Results Focus Functional/Technical Focus Save Close

Customer Focus

Evaluate 1 2 3 4 5 6 7 8 9 10 11 12

1 Managing Customer Relationships
Building trust and mutual respect with customers. Understanding and anticipating their needs, in order to achieve outcomes which benefit both the customer and the Company

Rating: A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

2 Influencing Others
Building and using networks of key influencers, both internal and external as appropriate to achieve business results. Directly influencing other's thinking or actions

Rating: A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

3 Strategic Perspective
Being committed to the Company's business strategy and relating it to one's own function and role. Contributing where appropriate to strategy formulation

Rating: A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

4 Cross Company Co-operation
Collaborating effectively across products, teams and business areas. Identifying and exploiting opportunities to work co-operatively within the Company

Rating: A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

People Focus

Evaluate 1 2 3 4 5 6 7 8 9 10 11 12

1 Drive and Confidence
Demonstrating energy and self-confidence, consistently striving for excellence and overcoming barriers

Rating: A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

2 Leading a Team

1 2 3 4 5 6 7 8 9 10 11 12

Generating or saving money through operational efficiency and innovation

Evaluate Elizabeth Bryant 2 B

Detail ratings

Customer Relationships B
Influencing Others B
Strategic Perspective B
Cross Company Co-operation B
by evaluators

Detail ratings

Drive and Confidence B
Team B
Diversity B
by evaluators

Detail ratings

Innovation and Change B
Optimising Use of Resources B
Taking and Managing Risks B
Problem Solving B
Ratings made by evaluators

FIG. 5

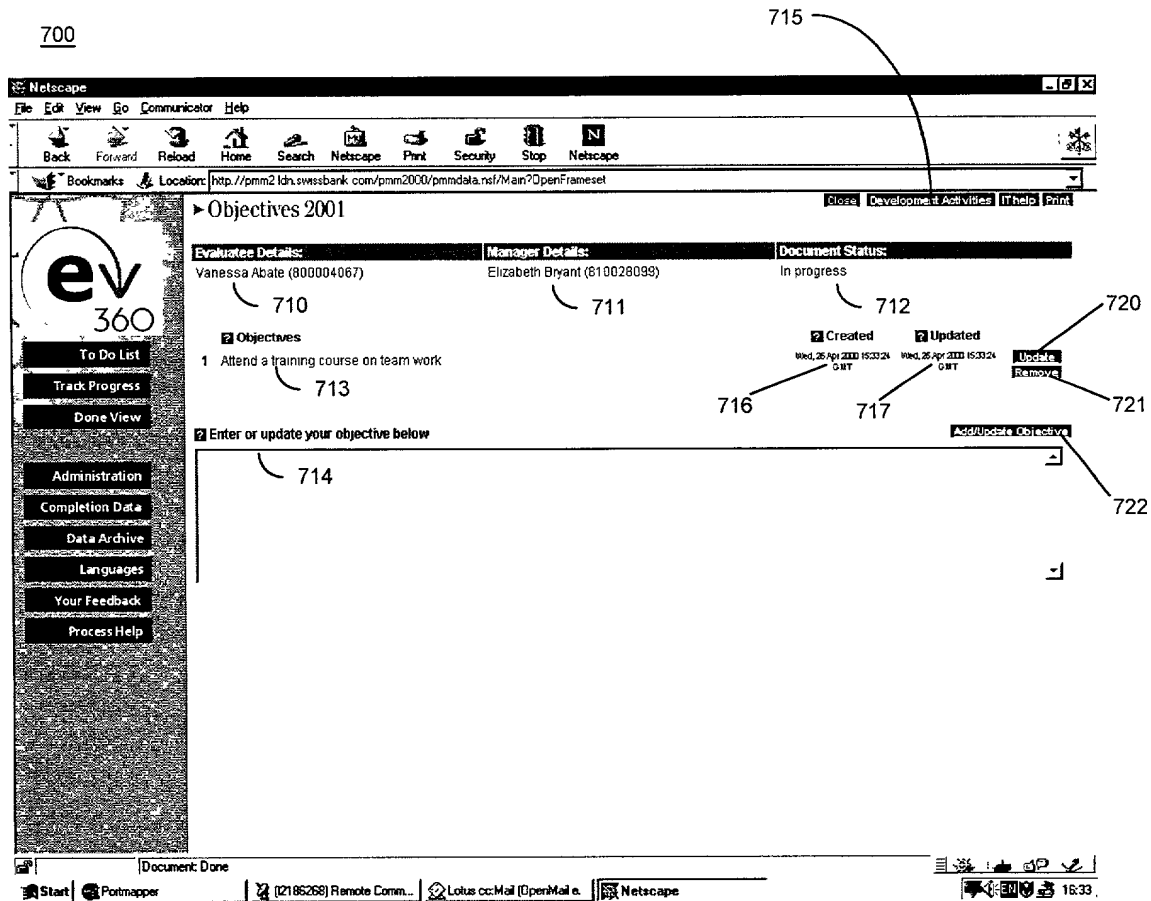


Fig. 6

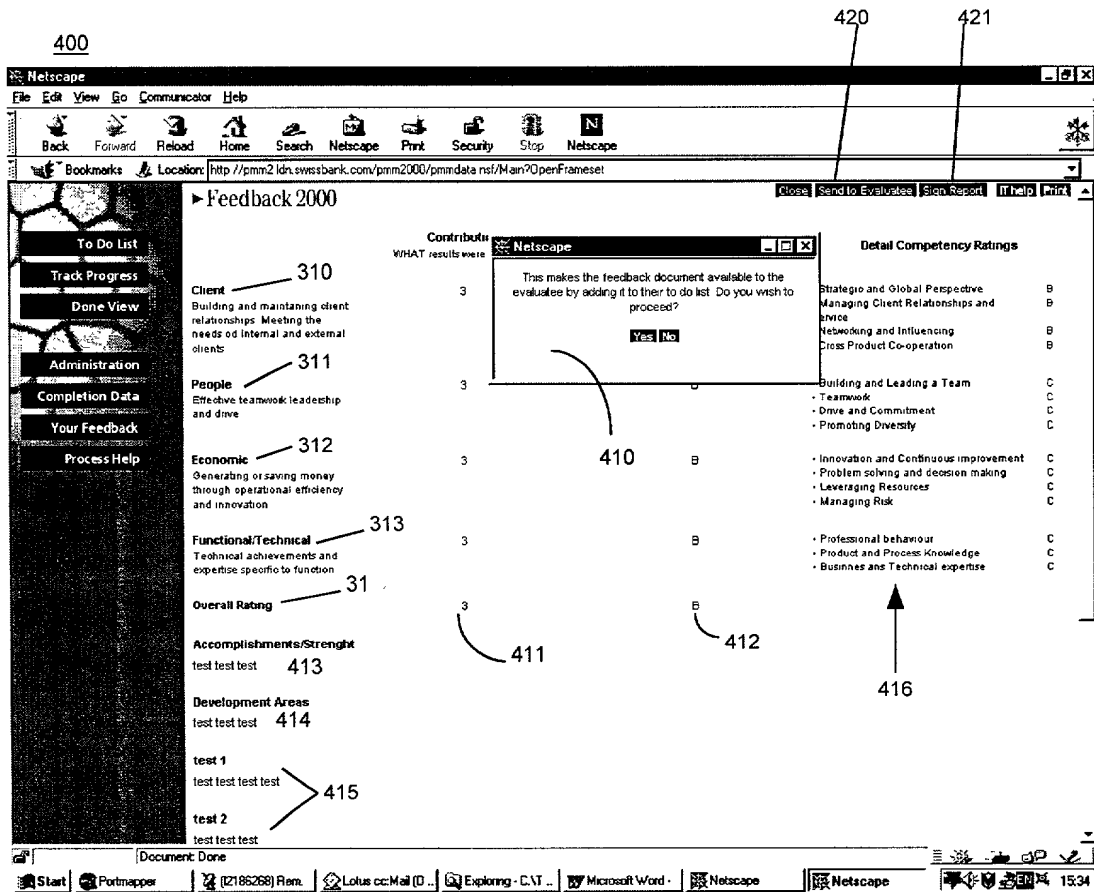


Fig. 7


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Complete your Self Evaluation

Name	GPIN	Division	Manager	Action
Joseph Pugh	810034008	CICPE	Denise Reed	Open

Complete Manager Evaluations for your staff

Name	GPIN	Division	Manager	Action
Elizabeth Bryant	810028099	CICPE	Joseph Pugh	Open

Done

Start

Internet

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FIG. 8

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Re-submit Close Print

Evaluatee Details: Elizabeth Bryant (810028099) 901

Manager Details: Joseph Pugh (810034008) 902

Deadline: 20/10/2001 903

Add additional manager Change to 360° evaluation

904	905	906	907	908
Evaluator name	GPIN	Division	Relationship	Evaluation status
1 Joseph Pugh	810034008	CICPE	Manager	Incomplete
2 Elizabeth Bryant	810028099	CICPE	Self	Incomplete
3 Angie Brett	810031029	CICPE	Additional Manager	Incomplete

Remove 911

Done

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Uz Bryant - Inbox: Tools

E360 Possible Patent Feas

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FIG. 9

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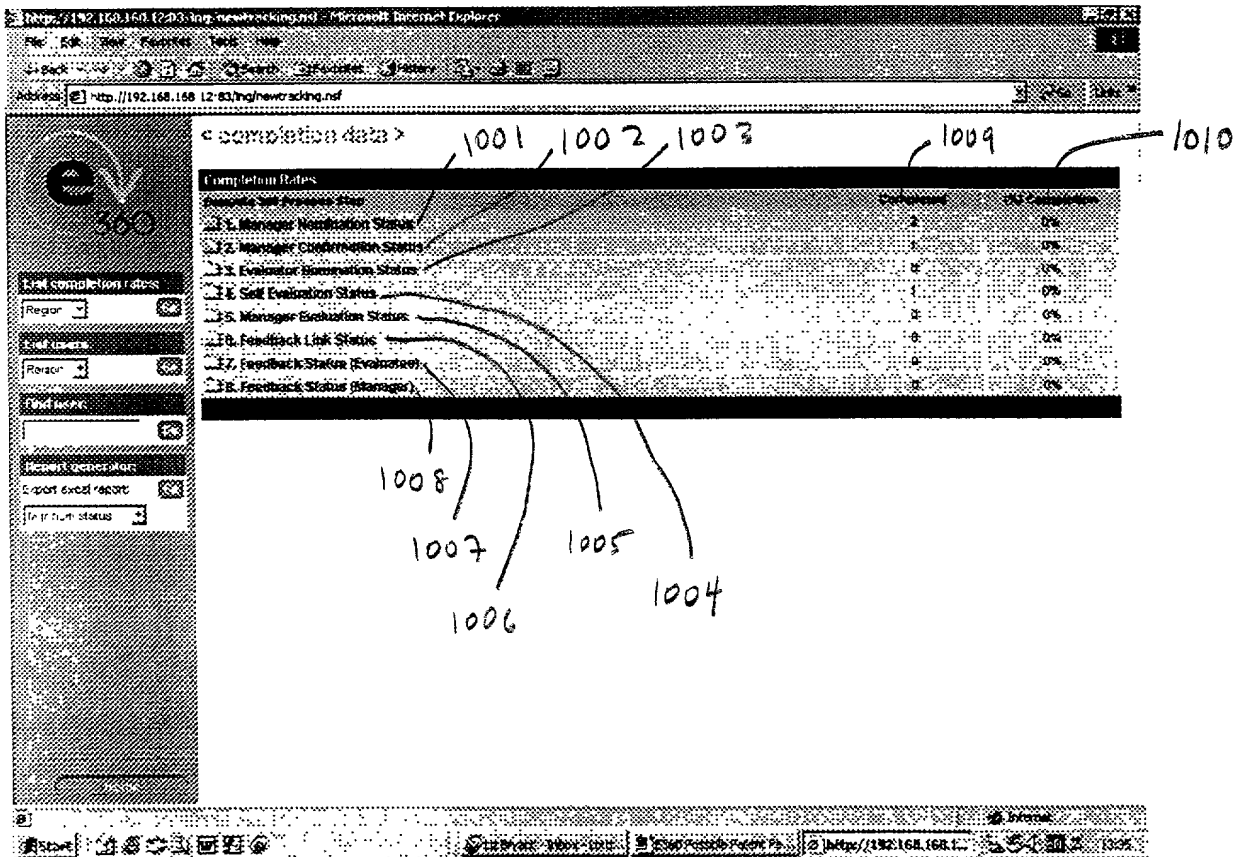


FIG. 10

1101

Evaluatee Details:

Claire Weller (810027129)

Manager Details:

John Davies (810030647)

Deadline:

25/11/2001

Previous evaluations Objectives

310

2 Contribution

WHAT results were achieved

2 Competency

HOW results were achieved

Detail Competency Ra

Customer Focus

Building and maintaining client relationships. Meeting the needs of internal and external clients

C1 C2 C3 C4 C5 CX

CACB C C C D C E C X

- Managing Customer Relation
- Influencing Others
- Strategic Perspective
- Cross Company Co-operation

People Focus

Effective teamwork leadership and drive

C1 C2 C3 C4 C5 CX

CACB C C C D C E C X

- Drive and Confidence
- Leading a Team
- Encouraging Diversity
- Teamworking

Results Focus

Generating or saving money through operational efficiency and innovation

C1 C2 C3 C4 C5 CX

CACB C C C D C E C X

- Innovation and Change
- Optimising Use of Resources
- Taking and Managing Risks
- Problem Solving

Functional/Technical Focus

Technical achievements and expertise specific to function

C1 C2 C3 C4 C5 CX

CACB C C C D C E C X

- Professional Standards
- Product and Process Knowledge
- Technical Skills

Overall rating

413

C1 C2 C3 C4 C5 CX

CACB C C C D C E C X

Accomplishments/Strengths

Organises/prioritises own work and time effectively. Argues a case logically, justifying own efforts. Piloted user groups/hardware workshop. Assisted hardware/electronics research enterprises. Shows respect for individual diversity. Takes into consideration other's ideas.

Plans/organises projects well applying Project Management skills. Shows understanding of what other teams/departments do.

Trabaja muy bien miembros de su equipo de distintos paises y culturas.

Da una respuesta muy rapida a las preguntas del cliente.

Toma en consideracion las opiniones de los demas.

Siempre da apoyo a su equipo y asegura que todos dan sus opiniones.

Development Areas

414

Effectively uses business skills required for the role to support the achievement of objectives.

Works and interacts well with team members of different cultural and personal backgrounds.

Seeks opportunities to increase knowledge and experience of cultural differences.

Debe tener la confianza en si para sugerir sus ideas propias. Necesita entrenamiento en la presentacion de ideas.

1102

< evaluación del gerente >

Cerrar Guardar Presentar

Detalles del evaluado:
Claire Weller (810027129)

Detalles del gerente:
John Davies (810030647)

Fecha de entrega:
25/11/2001

Evaluaciones pasadas Objetivos

	2 Contribución QUE resultados estaban alcanzados	2 Competencia COMO se alcanzó a los resultados	Valoraciones de competencia
310' Enfoque en los clientes Construir y mantener relaciones con clientes. Responder a las necesidades de clientes internales y externos.	C1 C2 C3 C4 C5 CX	CACB C C C D C E CX	Valoración: <ul style="list-style-type: none"> Administrar relaciones con cli Influir los demás Perspectiva estatégica Cooperación dentro de la em
Enfoque humano Trabajo de equipo, liderazgo y empuje efectivo.	C1 C2 C3 C4 C5 CX	CACB C C C D C E CX	Valoración: <ul style="list-style-type: none"> Empuje y confianza. Dirigencia de un equipo. Apoyar la diversidad Trabajar en equipos.
Enfoque en los resultados Generar o ahorrar dinero por operaciones eficaces y innovadores	C1 C2 C3 C4 C5 CX	CACB C C C D C E CX	Valoración: <ul style="list-style-type: none"> Innovación y cambio Optimar el empleo de recurs Tomar y administrar riesgos Resolución de problemas
Enfoque funcional/técnico Logros técnicos y especialización específico a la función	C1 C2 C3 C4 C5 CX	CACB C C C D C E CX	Valoración: <ul style="list-style-type: none"> Normas profesionales Conocimiento del producto y proceso Capacidades técnicas
Valoración global	C1 C2 C3 C4 C5 CX	CACB C C C D C E CX	
413' Logros/ Fuerzas			

Organises/prioritises own work and time effectively. Argues a case logically, justifying own efforts. Piloted user groups/hardware workshop. Assisted hardware/electronics research enterprises. Shows respect for individual diversity. Takes into consideration other's ideas.

Plans/organises projects well applying Project Management skills. Shows understanding of what other teams/departments do.

Trabaja muy bien miembros de su equipo de distintos paises y culturas.

Da una respuesta muy rapida a las preguntas del cliente

Toma en consideracion las opiniones de los demas.

Siempre da apoyo a su equipo y asegura que todos dan sus opiniones.

414' Terreno de desarrollo

Effectively uses business skills required for the role to support the achievement of objectives.

Works and interacts well with team members of different cultural and personal backgrounds.

Seeks opportunities to increase knowledge and experience of cultural differences.

Debe tener la confianza en si para sugerir sus ideas propias. Necesita entrenamiento en la presentacion de ideas.

FIG. 116

FIG. 12

1300

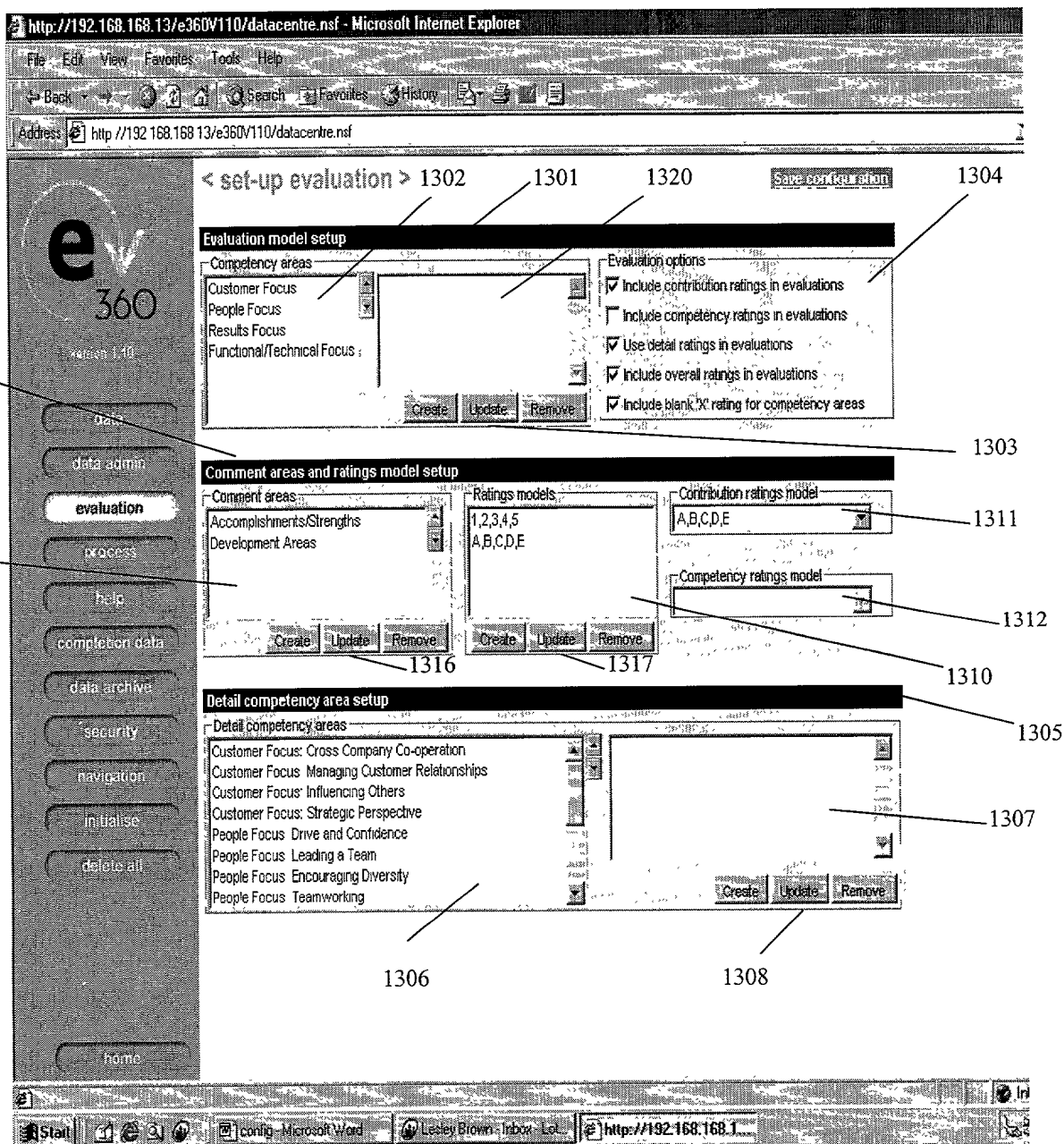


FIG. 13